

CIVIL SERVICE BOARD
Meeting Minutes
Thursday, November 1, 2007

Members and Staff Present:

Shari Boggess	Chair
Steven Martinez	Vice Chair
Cindy Caress	Member
Michael McDonald	Member
Edgar Deatherage	Member
Dan McCloskey	Board Counsel
Kristina Martinez	Secretary Designee

The meeting was called to order by Chair Boggess at 1:23 p.m., in Meeting Room A, Fresno City Hall.

The following items were heard as listed on the agenda.

APPROVE MINUTES

Member Deatherage noted a change needed to the page 2 header date from the 4th to the 18th.

A motion was made by Member McDonald and seconded by Member Deatherage to approve the October 18th meeting minutes pending the date change.

SCHEDULE/CONFIRM MEETINGS

The Board decided to hold on adding the November 15th meeting to the calendar.

ADMINISTRATIVE MEETING

The Board had requested a meeting with Director of Transportation Ken Hamm and Operations Manager Dean Huss. The purpose of the meeting was to discuss the handling of employee related issues at FAX. The discussion consisted of suggestions and topics related to team meetings, training, employee groups, incentives, conflict management, cohesiveness, and employee satisfaction. Ken Hamm mentioned some of the issues he is currently working on including; the inadequate facilities that are not equipped to handle the volume of drivers, the possibility of a future driver's room, and adding a permanent personnel employee to their location. This would allow this person to handle issues as they come about. He is also looking into a pre-grievance structure, quarterly team meetings and bringing back safety awards.

The Board then shared with Ken Hamm their appreciation for all of his work in addressing his employee relations.

REVIEW ORDER AND DECISION REGARDING HEARING OFFICERS REPORT AND RECOMMENDATIONS
(PD) Plymale

Senior Deputy City Attorney Victoria Tuttle was present on behalf of the Appointing Authority.
The Appellant was not present.

At 1:36 p.m. the Board convened into closed session and a motion was made by Member Caress and seconded by Member Deatherage to uphold and accept the Order and Decision Affirming Hearing Officer's Recommendations.

Ayes: Member Caress, Member Deatherage and Chair Boggess
Noes: Member McDonald and Vice Chair Martinez
Abstain: None

At 1:38 p.m. the Board reconvened into open session and announced the decision of the Board in accordance with the Brown Act.

UNSCHEDULED PUBLIC COMMUNICATION

Juanita Chavez announced to the Board that we are working on the CSB website and will need to take photos in the near future to post on the site.

There being no further business to come before the Board, the meeting was adjourned at 1:40 p.m.

Terry A. Bond, Secretary to the
Civil Service Board